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# THE ROLE OF PROFESSIONAL ETHICS IN COMBATING ORGANIZATIONAL POLITICIZATION AT THE UNIVERSITY OF TIKRIT APPLIED RESEARCH

Researcher Preparation

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## Abstract

The study explores workplace ethics and its role in reducing the politicization of organizations, applying it to a sample of department heads and deans at the University of Tikrit, with a total sample of (60) people, and the opinions of the sample are: Survey There are 22 items in the questionnaire, and the response rate of the respondents is 100%.

This study aims to identify the impact of professional ethics on the politicization of organizations among staff at the universities under investigation. The results show that the hypothesis of the correlation and ethical implications of the work ethics dimension in combination with the organizational politicization dimension at the University of Tikrit is valid. The study recommends promoting a work ethics culture at the University of Tikrit. To achieve this goal, reduce the politicization of labor.

**Keywords:** Job ethics, Organizational politicization

## Introduction

Organizational politicization is one of the essential concepts on which organizations and managerial behavior are based in modernity and has received considerable attention in recent years, especially in the context of growing skepticism about how organizations operate. It turns out that many of them manage based on the presence of power, influence, political skill, and other factors that, depending on their approach, can implicitly impact the direction and course of changes in transactions and decisions. In addition to rational approaches, in institutions (Al-Bayati and Al-Jarjari, 2017, p. 49

Politics is a ubiquitous phenomenon in any organization, and it is impossible to exist without policy constraints because organizations are social units where employees individually or collectively work to acquire valuable resources, compete for power, engage in conflicts themselves, and take advantage of various influential strategies to gain advantage and serve one's interests. Workplace politics is a vehicle for achieving, maintaining, and demonstrating

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perceived authority, often in work pressure groups or groups that move unexpectedly within or outside the organization (Saradadevi, 2016, p. 17 Kumari).

The process of organizational politics can be viewed from multiple perspectives. The best of these is the resource-based approach to strategic management, and the part of the strategy approach that is particularly useful in this regard is that part of the strategy approach that relates to the organization's dynamic capabilities. (Pawlak, 2018, p:158).

### **Second, previous studies:**

- **Al-Jarjari study (2017):** This study aims to identify the role of organizational politicization in generating organizational capabilities. The study found a correlation and significant impact between organizational politicization and organizational capability dimensions in the universities studied.
- **Sherif & Said Study (2011):** This study aims to develop a model explaining the role of leadership patterns in organizational politicization. The results show the validity of most of the research hypotheses, the most important of which is the significant correlation between leadership style and organizational politicization, as well as the positive and negative effects of leadership style on the rise and fall of organizational politicization.
- **Decimal study (2020):** This study analyzes the relationship between organizational politicization and job frustration by applying it to employees of Mansoura University. The results show a positive moral correlation between organizational politicization and work frustration and a positive correlation between organizational politicization and workplace frustration.
- **Al-Kaabi Study (2018):** The study aimed to test the impact of organizational politicization on proactive behavior and the quality of social relationships between bosses and subordinates (as a mediating factor between them). The results show that the impact of organizational politicization on leader-member social relations and proactive behavior is a negative moral influence relationship. In contrast, the effects of social relationship quality on proactive behavior are positive.
- **Abdul Qader Walbdeh (2020):** The primary purpose of this study is to determine the impact of perceptions of organizational politicization on organizational citizenship behavior. Research finds that organizational politicization has a direct negative ethical impact on organizational citizenship behavior.
- **Study (2020) Tobias Bach:** This study aims to analyze the motivations for the politicization of organizations and the politicization of appointments to leadership positions in some EU countries. The analysis results show that leadership positions are less politicized in financially independent organizations, and the results also show apparent differences in the degree of organizational politicization across many countries.

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•**Matthias Ecker (2017):** This study analyzes the impact of self-legitimacy in the face of organizational politicization. The research results show that civil society organizations' self-legitimacy and public organization significantly reduce organizational politicization.

• **Javier Fuenzalida Norma M. Riccucci2 (2018):** This study examines the impact of organizational politicization on job performance, using human resource management as a mediating factor. Results show that the politicization dimension has a negative ethical effect on employee performance.

#### **Comments on previous research:**

**By introducing previous studies, the researchers drew the following conclusion:**

- 1- This study differs from previous studies in research models and dimensions, which represents the research gap that needs to be emphasized in this study.
- 2- There is a lack of previous research that explores the role of work ethics and its impact on reducing the phenomenon of organizational politicization.
- 3- The results of these studies differ and change due to the different dimensions and environments in which they were conducted.

**Third - the research problem:** This research question is based on a set of cognitive, applied, and theoretical questions regarding the relationship between work ethics and organizational politicization in organizations striving to become organized because this is the most critical to organizational survival and continuity—one of the essential elements. Organizations belonging to universities attempt to generate these capabilities in different ways, which are affected by various factors, including organizational politicization. This leads us to address two variables: the first is professional ethics, and the second is the organizational politicization of our research field, represented by the leading cadres of the University of Tikrit, to solve a research question arising from an important issue (Does the dimension of professional ethics help reduce organizational politicization in the universities studied)?

On this basis, the following questions can be asked:

- 1- Is there a relationship between the dimensions of professional ethics and organizational politicization in the universities studied?
- 2- Does the professional ethics dimension significantly impact organizational politicization in the universities studied?
- 3- Do the various dimensions of professional ethics affect organizational politicization differently?

**Fourth—importance of research: This study's significance is in examining** work ethics and their impact on organizational politicization in various universities studied.

**Fifth: Research Objectives:** This study aims to achieve the main objective of studying the impact of work ethics in universities on reducing the politicization of work and achieves the following goals:

- 1- Test the hypothesized model to determine whether there is a correlation and impact between the two study variables at the university under study.
- 2- Determine the dimension of professional ethics in the surveyed university with the most significant correlation and influence with the dimension of organizational politicization if there is a correlation and influence relationship between the two variable dimensions.
- 3- Conclude the two research variables of the university studied.

**VI - Research Model:** The research model attempts to paint a clear picture that reflects the nature of the correlation and impact relationship between the professional ethics dimension (independent variable) and the organizational politicization dimension (dependent variable) in one direction and will serve as the object of on-site testing. Ensure effectiveness and acceptance, as shown in Figure (1).

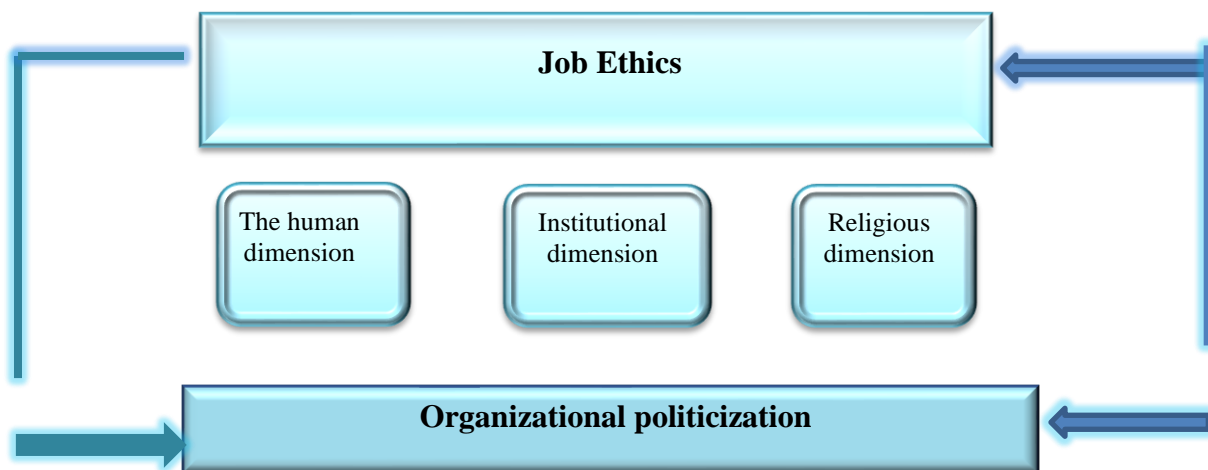


Figure (1) Hypothetical scenario used for research purposes. Source: Created by researchers

**VII – Research Hypotheses:** The study aims to test the following hypotheses:

(In the face of organizational politicization, the impact of professional ethics is statistically significant).

**Second Topic**

**Theoretical aspects**

**The first crux: professional ethics**

**First: the concept of professional ethics:**

Professional or professional ethics is one of the essential topics in all organizations and institutions, so everyone must know and adhere to these ethics as it is the fundamental basis for building professional relationships.

Therefore, we can define work ethics from various perspectives and opinions of researchers and experts in human resources and organizational behavior research. We will list some of these definitions and concepts below:

- It is the set of values, customs, and traditions society recognizes as reasonable and proper in organizing its affairs (Belrizk, 2020: 12).

- It is also defined as a comprehensive system of rules, etiquette, behavior, and moral principles (Zubairi 2021:5).

- It is defined as the performance of duties by the laws of honor, integrity, and integrity, as well as the obligation to carry out activities as a full-time professional (Arjouna, 2021: 17)

- It is a set of principles and standards that serve as a reference for the required behavior of members of the same profession and on which society relies, negatively or positively, to assess their performance (Wahiba et al., 2019: 23).

**Second: Dimensions of professional ethics (Aboura, 2021: 85):**

1- Human Dimension: This dimension derives from the belief in human humanity and the need to uphold human dignity in the exercise of justice, taking into account scientific and practical honesty, honesty, and transparency.

2- Institutional Dimension: Ensure commitment and persistence to quality-based treatment, counseling models, and support for individuals in overcoming adversity and psychological problems.

3- Legal dimension: the principles derived from Islamic law and what it urges us to do in terms of ethical commitment and improvement in the creation and mastery of works.

**Third: Professional ethics principles (Belrizk, 2020: 25):**

1- Integrity: This is an example of a code of ethics that emphasizes the qualities of honesty, sincerity, honesty, and transparency.

2- Justice: Organizations are not obligated to favor any party or stakeholder.

3- Competition: the capabilities of the organization and its ability to achieve its social vision.

4- Effectiveness: The combination of organizational values and ethical principles enables optimal performance for most stakeholders.

5- Honesty: considered as a spirit of conscience expected of holders of various professions and an insistence on objectivity without exaggeration or partiality.

6- Responsibility is when an individual questions their actions and bears consequences.

7- Self-criticism: This noble quality gives an individual moral distinction. In any profession that requires the ability to examine oneself and accept criticism from others, one will use this quality to achieve criticism and self-criticism.

**Fourth: Importance of professional ethics (Aboura, 2021: 78):**

- **At the institutional level: -**

1- Provide a suitable working environment for the work team and increase productivity.

2- Achieve the goals of the organization efficiently and effectively.

3- Avoid disputes and competition within the organization.

4- Strengthen the stability, continuity, and reputation of the institution.

5- Spread a positive organizational culture for the institution.

6- Increase the number of functional members of the organization.

7- Improve the morale of individuals within the organization.

8- Improve artistry, commitment and sincerity

9- Achieve loyalty, morale, and team spirit.

**- at the community level:-**

- 1- Reduce chaos and social cohesion
- 2- Promote satisfaction, stability, and social security
- 3- To achieve discipline and behavioral control of individuals within the community
- 4- Expand social solidarity and integration.

**Second Requirement**

**Functional politicization**

**First: The concept of politicization of organizations:**

Researchers have a variety of views on the concept of organizational politicization and have given multiple definitions. Some people define it as the activities and actions that embody the power and influence of individuals to realize their interests within the organization and through the organizational process of planning, organizing, controlling, and developing. These are called the practices of individuals and informal groups. It is defined as a set of methods, means, and means followed and practiced by institutional practitioners from the perspective of legal, social, and prevailing values to conceal unacceptable intentions. Even intentions that are not revealed due to enemies and the responsibilities they leave behind (Al-Kaabi, 2018, p. 28)

**Here are some definitions of organizational politicization:** (Al-Ashry, 2020, p. 185)

- 1- 1-Vall and Wit define those activities that are consistent with the rules, procedures, and standards of the accepted organization and are designed to achieve benefits regardless of the goals pursued by the organization
- 2- 2-Arafa: Doublin is an informal way that follows informal and illegal ways and methods to gain power and influence and does not rely on luck.
- 3- However, Lussire is defined as a vast network of organizational interactions for control and possession of power to achieve individual goals.

Organizational politics refers to behaviors that occur informally within systemic organizations and involve conscious influences to protect or improve one's career when conflicting courses of action may be taken (Aronow, 2004, p: 4).

Organizational Politics involves using violence to influence decision-making and individuals having different views on how resources should be used. Pfeiffer defines politics as a social function that promotes an organization's fundamental performance. d.H. how rewards are distributed and sanctions are imposed (Muiruri, 2023, P: 1390).

Vigoda and Drori pointed out that organizational politics is a complex combination of power, influence, behavior, understanding of the leadership process, and self-interested behavior in an organization, often associated with situations such as power struggles and disputes over the sources of authority and responsibility. (abbas & Awan, 2017, P:22).

**- Historical overview:**

Discussion of organizational politics began in the 1970s with a focus on power and bureaucratic aspects of the workplace, with a particular emphasis on management and leadership. The concept was primarily associated with conflict, as early literature sought to



justify the existence of these organizational politics. Of. Policies and their importance, despite their existence, are difficult to define because they are tangible phenomena rather than intangible ones. (Aronow, 2004, p. 8)

In the eighties and beyond, this concept became more critical to better understanding the reality of different organizations. In the nineties, it became one of the most essential topics in management science since it is a system that relies on power and the complex concept of authority. In organizations, this distribution is often unfair. Usually, one person has the most power in the organization and uses this power to influence others. Researchers have been studying organizational politics for the past two decades. They are interested in discovering employees' motivations within this concept and the real reasons for many organizational behaviors. ( **Al-Bayati, Al-Jarjari, 2017, p. 52**)

### **Second: Dimensions of regulatory politicization:**

Researchers have reached some consensus on the dimensions of organizational politicization (power and influence, political capacity, locus of control, risk tolerance, organizational goals, motivations, and decision-making). Below you will find an explanation of each (Al-Jarjari and Al-Bayati, 2017: 58):

- 1- Power and influence are the primary motivations or desires to influence, lead others, and control subordinates. Therefore, when individuals desire a high need for power and influence, they will likely engage in organizational politicization.
- 2- Political Skills: The ability to effectively understand others in the workplace and use this understanding or knowledge to influence them to achieve and promote personal or organizational goals.
- 3- Locus of control refers to the degree to which an individual believes they have control over events.
- 4- Risk tolerance: Some people are described as risk seekers and may engage in regulatory politicization.
- 5- Organizational Goals: Many people try to achieve goals within a specific time frame by setting deadlines. This leads to visualization and planning to achieve one's wishes.
- 6- Incentives: Incentives and motivations include increased compensation, promotions, recognition, and other benefits that subordinates can use to influence and control their behavior.
- 7- Decision-making processes: Politicization is one trend in decision-making within groups. These processes revolve around managers' ability to exert influence, such as achieving harmony, influence, and persuasion among participants.

### **Third: The importance of politicizing regulation:**

Research and attention to the importance of organizational politicization have shown that it impacts many aspects of organizations. It is negatively related to job satisfaction and engagement and positively associated with turnover intentions and job neglect. The Workplace (P:194), 2002. Gerald et al.

Organizational politicization can also explain the discrepancy between achieved and planned business results. Vigoda, 2000: p: 326)

Organizational politicization also affects the procedures and policies adopted by the organization and employees' performance, as organizational politics has been found to increase job anxiety and reduce job satisfaction.

This does not mean that organizational politics does not have a positive role because some employees may view it as an opportunity to promote their interests, thus leaving an impression that positively impacts individuals' favorability towards the organization (Ford, 2002: p6,7).

**Fourth: Reasons for politicization of regulation:**

Organizations become politicized for three reasons (Fatlawi, Muhaisen, 2018, p. 127).

**1- regulatory impact: -**

The phenomenon of politicization arises, expands, and amplifies as a function of organizational factors: the degree of reliance on centralization, the hierarchy followed by the organization, and the degree of supervision.

**2- Influence of the general working environment within the organization:**

This group refers to the general working atmosphere within the organization, i.e., H. The overall climate of the internal environment, such as the degree to which employees feel a sense of functional independence, the level of diversity in the organization, the promotional opportunities and rewards available to employees, and the level of interaction and social interaction among employees within the facility.

**3- Personal influences:**

Many studies have found that factors and personality traits of employees significantly impact organizational policies, such as age, gender, and general characteristics of workers.

**The third topic**

**Practical Framework for Research (Statistics).**

**First: Measure stability and honesty (Cronbach alpha test):**

Use Cronbach's alpha to measure the stability and truthfulness of questionnaire statements, as shown in the table below:

**Table No. (1) Stability and Honesty of Phrases Measuring Research Variables (Questionnaire)**

Variables	Number of ferries	Stability coefficient (alpha)	heritability coefficient
Professional ethics	12	0.72	0,85
politicization of organizations	10	0.76	0,77

Table (1) shows that the stability value of the professional ethics statement is 0.72, and the validity coefficient value of the statement is 0.85, indicating that the internal consistency of the professional ethics statement is high. As shown in Table (1), the stability value of the organization's politicized speech is 0.76, and the authenticity coefficient value of these



speeches is 0.77. This suggests that the internal consistency of organizational politicization is highly acceptable.

**Second, Descriptive analysis includes:**

**1- Descriptive analysis of professional ethics dimensions:**

It consists of the statistical description and presentation of the views of the selected study sample in terms of statistical criteria (arithmetic mean, standard deviation, coefficient of variation).

**Table No. (2) Description of opinions of research samples on the dimensions of professional ethics**

t	Phrases that measure professional ethics	Arithmetic mean	Standard deviation	Coefficient of variation
<b>human dimension</b>				
1	I work hard to strengthen relationships with colleagues	3.4	0.72	0.193
2	Be sure to help your colleagues on the construction site	3.4	0.81	0.188
3	I share my knowledge with colleagues	3.7	0.91	0.192
4	Treat others sincerely	4.8	0.79	0.184
Total Values		3.8	0.80	0.189
<b>institutional level</b>				
1	Always comply with regulations and laws	3.4	0.87	0.186
2	Make sure you respect work policies	4.3	0.85	0.197
3	Interested in developing performance skills	4.6	0.89	0.199
4	Adhere to standards for evaluating job performance	4.9	0.83	0.193
Total Values		4.3	0.86	0.193
<b>Religious dimension</b>				
1	For me, religious values are the most important source of my commitment to my work	4.9	0.83	0.194
2	Most of our work values are inspired by religion	3.6	0.80	0.187
3	Always carry out my duties within the framework of religious obligations	4.7	0.81	0.190
4	My success at work is the result of my commitment to religious teachings	4.4	0.79	0.195
Total Values		4.4	0.80	0.191

**Source:** Created by researchers \*\*D Statistical significance level is 0.01 \* D Statistical significance level is 0.05

**It can be derived from table (2):**

- The arithmetic mean is statistically significant concerning the professional ethics dimension because the arithmetic mean of the human dimension is (4.4), the standard deviation is (0.80), and its coefficient of difference has a value of (0.189), while the arithmetic mean of the institutional dimension is The value is (4.3), the standard deviation is (0.86), and the coefficient of variation of its value is (0.193), while the arithmetic mean of the religious dimension is (4.4), the standard deviation is (0.80), and the coefficient of variation of its value is (0.191).

- The statistical preparation in Table (2) shows that the school respondents' recognition, acceptance, and awareness show that this study meets the requirements for measuring professional ethics in three dimensions.

For statements related to organizational politicization, provide a statistical description of the views of the selected research sample using Statistical methods (arithmetic mean, standard

t	Sentences that measure the politicization of an organization	Arithmetic mean	Standard deviation	Coefficient of variation
1	Avoid singling out business decisions	3.2	0.80	0.193
2	My identity is part of my organizational identity	3.8	0.84	0.184
3	The goals of the institution are critical to me	4.2	0.89	0.192
4	First, the goals of the institution, then my own goals	3.8	0.84	0.188
5	Stay away from selfish people	3.6	0.43	0.191
6	Use all my skills at work	3.6	0.89	0.192
7	Follow the execution instructions carefully	3.4	0.81	0.177
8	I try to achieve my personal goals through the goals of the organization	3.6	0.83	0.197
9	Adhere to the values of institutional work more than shared values	3.7	0.80	0.191
10	The working environment is my favorite environment	4.7	0.79	0.189
Total Values		3.7	0.79	0.188

deviation, coefficient of variation).

**Table (3) Statistical characteristics of respondents' views on the politicization of organizations**

\*\* D The statistical significance level is 0.01 \* D The statistical significance level is 0.05

**Source:** Prepared by researchers based on statistical analysis results.

It can be concluded from Table (3) that the results of statistical processing of the politicization level of the research university organization based on the opinions and answers of the selected sample members are the arithmetic mean (3.7) and standard deviation (0.79), while the value of the coefficient of variation is (0.188), as these percentages are acceptable and indicate the acceptance and awareness among the members of the selected sample of the terms used to measure organizational politicization and its availability in the workplace.

#### **Fourth: Test research hypotheses and impact relationships:**

##### **1. Hypothesis and relationship testing:**

Hypothesis testing aims to determine the nature of the relationship between workplace ethics using distance (human dimension, institutional dimension, religious dimension) and organizational politicization as dependent variables, as the study is based on the following main assumptions (Considering organizational politicization, work Morality has a statistically significant effect), the three sub-hypothetical branches are as follows:

**Table (4) Pearson’s rank correlation coefficient between professional ethics and organizational politicization**

politicization of organizations	Dimensions of professional ethics	R-value	Level of significance and significance
	human dimension	0.545 **	Positive and D morally
	institutional level	0.643**	Positive and D morally
	religious dimension	0.572**	Positive and D morally
	average total value	0.581 **	Positive and D morally

\*\*D The statistical significance level is 0.01 \* D The statistical significance level is 0.05

Table (4) shows as follows:

1- The above statistical processing results prove that the correlation coefficient value between the human dimension and organizational politicization is (0.545\*\*), which is a positive moral value, indicating that there is a significant level of positive correlation, and it has a statistically significant level. (0.01) between human dimensions and organizational politicization.

2- The statistical processing results in the above table prove that the correlation coefficient value between the institutional dimension and organizational politicization is (0.643\*\*), a positive moral value. This indicates a statistically significant positive correlation between the institutional dimension and organizational politicization—the significance level is (0.01).

3- The statistical processing results in the above table prove that the correlation coefficient value between the religious dimension and organizational politicization is (0.572\*\*), a positive moral value, indicating a statistically significant positive correlation with organizational politicization. Significance level (0.01) between religious dimensions and organizational politicization.

4- The statistical processing results in the above table show that the overall correlation coefficient between the three dimensions of workplace ethics and organizational politicization is (0.591\*\*), and the positive moral value is statistically significant at a significant level (0.01), indicating that work ethics and organizational politicization are There are influences and relationships between opposition to the politicization of organizations.

5- According to the statistical processing results in Table (4), the most critical dimension of professional ethics is the institutional dimension, which expresses the institutional aspect in the face of organizational politicization and represents a significant statistical value.

**Fourth topic/conclusion and suggestion**

**First: in conclusion:**

**Through statistical processing, the researchers came to some conclusions, mainly:**

1. The results of the above statistical processing prove that the correlation coefficient value between the human dimension and organizational politicization is (0.545\*\*), which is

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a positive moral value, indicating that there is a significant level of statistically significant positive correlation (0.01) between the human dimension and between organizational politicization.

2. The statistical processing results in the above table prove that the correlation coefficient value between the institutional dimension and organizational politicization is (0.643\*\*), a positive moral value, indicating a statistically significant positive correlation between the institutional dimension and organizational politicization. There is a considerable level (0.01).

3. The statistical processing results in the above table prove that the correlation coefficient value between the religious dimension and organizational politicization is (0.572\*\*), a positive moral value, indicating a statistically significant positive correlation—significance level (0.01) between religious dimensions and organizational politicization.

4. The statistical processing results in the above table show that the overall correlation coefficient between the three dimensions of workplace ethics and organizational politicization is (0.591\*\*), which is a positive statistically significant value at the critical level (0.01), indicating that work ethics and opposition The impact and relationship between organizational politicization.

5. According to the statistical processing results in Table (4), the most crucial dimension of professional ethics is the value of the institutional dimension, which expresses the institutional level when facing organizational politicization and is statistical. Important value.

### **Second suggestion:**

1. The phenomenon of organizational politicization of NGOs needs to be diagnosed from the degree of organizational politicization.

2. Expand research on organizational politicization and diagnose its elements, relationships, and influencing factors.

3. Efforts to reduce and reduce the phenomenon of organizational politicization, eliminate factors that lead to organizational politicization, and manage this phenomenon in a way that mitigates its negative impact.

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